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ABSTRACT

This report presents information on the status of women as administrators in the New York public schools for the years 1968-91. Data obtained from the Education Department's information system are used to describe trends in the following areas: (1) the educational preparation of persons employed as school administrators; (2) the educational preparation of women as potential school administrators; and (3) the employment patterns of school administrators. The statistics indicate the trend toward doctoral study as a criterion for employment as principal or assistant principal; women are receiving a greater percentage of master's and doctor's degrees in educational administration; women have been making steady gains in the percentage of administrative positions held since the mid-1970s, with the exception of the superintendency. However, men continue to have a slight edge over women in finding a public school administrative position. Seven tables are included. (LMI)

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WOMEN ADMINISTRATORS IN NEW YORK STATE PUBLIC SCHOOLS 1968 - 1991

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WOMEN ADMINISTRATORS

IN

NEW YORK STATE PUBLIC SCHOOLS

1968 TO 1991

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This report deals with the status of women as administrators in the public schools of New York State. Three major areas are investigated:

1. The educational preparation of persons employed as school administrators;
2. The educational preparation of women as potential school administrators;
3. The patterns in employment of school administrators.

The report was compiled from information collected through the Education Department's Basic Educational Data System, Higher Education Data System and Teacher Certification System.

Section I
Educational Preparation of Administrators

Tables 1 and 2 show the degree status of public school principals and assistant principals from 1968-69 to 1991-92. For purposes of this report, the categories "Doctorate" and "Master's +30 hours" have been combined since they represent almost equivalent amounts of course work and will be tied to a subsequent section on the educational preparation of women.

By examining Table 1, it can be seen that the percentage of principals who undertook advanced study (Master's +30 hours or Doctorate) rose from 56 percent in 1968 to 88 percent in 1991. At the same time, the percentage of principals who held only a Master's Degree decreased from 43 percent in 1968 to just 12 percent in 1991.

The trend in the degree status of assistant principals (see Table 2) is similar to that found with principals. In both instances, there is a continuing rise in the level of formal education with greater emphasis being placed on doctoral level study. This trend strongly indicates that the level of advanced study is a major criterion for selection to the position of principal or assistant principal.

Section II
Educational Preparation of Women

As noted above, the likelihood of securing a position as a principal or assistant principal is highly correlated with the level of graduate study that a person completes. Given this fact, it is appropriate to determine the potential pool of women so educated.

Table 3 shows the number of graduate degrees in educational administration actually awarded to women by New York State postsecondary institutions for the years 1967-68 through 1990-91. The number and percent of such Doctorates awarded to women were relatively steady from 1968 through 1972 but increased to about 23 percent in both 1976 and 1980. In 1984, both the number and percent of Doctorates awarded to women reached their peak over the twenty year period. Between 1984 and 1988, both the number and percent of Doctorates awarded to women declined appreciably. However, over the next three years, both the number and percent increased.

At the Master's degree level, for the period 1968 through 1980, women received approximately 39 percent of the degrees awarded. However, from 1988 through 1991, women accounted for 54 percent of all Master's Degrees awarded in educational administration by New York State postsecondary institutions with the number remaining relatively stable and the percent rising.

In comparison with the rest of the United States (see Table 4) New York compares quite favorably in awarding graduate degrees in educational administration to women.

Section III
The Employment of School Administrators

Table 5 shows the percentage of women serving as principals and assistant principals for the period 1968-69 to 1991-92. The percentage of women principals dropped from 16 percent in 1968 to 13 percent in 1976. From 1976 through 1991, however, the percentage of women principals showed a gradual and steady increase to 32 percent. The percentage of women assistant principals dropped from 25 percent in 1968 to 19 percent in 1976. In 1980 the percentage of women assistant principals was still at 19 percent. However, since 1980, the percentage of women assistant principals has steadily increased from 19 percent to 40 percent in 1991. Women are gaining in relative percentages of both elementary and secondary principals and assistant principals.

Table 6 shows the percentage of women administrators (other than principals and assistant principals) for the period 1968-69 to 1991-92. Between 1968 and 1988, women made definite gains across all levels of administrator positions. In recent years, however these gains have stabilized somewhat.

Table 7 shows the number of women and men who were issued administrator and supervisor certificates for the years 1972 through 1989 and the percentages of those who found employment as school administrators in the 2 years following the issuance of the certificate. In 1972, men received over eight times as many School District Administrator (SDA) Certificates as did women (550 versus 64). By 1980, men had less than a 2 to 1 edge and between 1984 and 1989, women received a total of 3,293 SDA Certificates compared to 2,710 for men.

The numbers of School Administrator and Supervisor (SAS) Certificates issued between 1972 and 1989 also show dramatic change for both men and women. In 1989, women received more than three times as many SAS Certificates as they did in 1972 (1,666 compared to 519) while men received 1,562 certificates in 1972 compared to 1,134 certificates in 1989. In 1972 men received three times as many SAS Certificates as did women. Between 1984 and 1989 women received a total of 7,915 SAS Certificates compared to 5,999 for men.

Table 7 also shows the percentages of men and women securing employment in administrative positions in the 2 years following the issuance of the certificates. While there have been changes over time, the comparative percentages between men and women have remained relatively unchanged in recent years with men appearing to have a slight edge in gaining such employment.

Section IV
Concluding Remarks

The statistics presented in this report clearly indicate the trend toward doctoral level study as a criterion for employment as a principal or assistant principal and that women are increasingly receiving a greater percentage of Master's Degrees and Doctor's Degrees in Educational Administration. Since the mid-1970's, women have also been making steady gains in the percentage of administrative positions that they hold, with the exception of Superintendent where such gains have been small. At the same time, men still seem to have a slightly better chance of finding a position as a public school administrator than do women.

TABLE 1

DEGREE STATUS OF PUBLIC SCHOOL PRINCIPALS

NEW YORK STATE

1968-69 TO 1991-92

Year	Bachelor's Degree			Bachelor's + 30 Hours or Master's Degree			Master's + 30 Hours or Doctorate		
	Elementary	Secondary	Total	Elementary	Secondary	Total	Elementary	Secondary	Total
1968-69	1.6%	0.6%	1.3%	46.0%	35.6%	42.7%	52.3%	63.8%	56.0%
1972-73	1.0	0.2	0.8	38.4	29.2	35.6	60.6	70.6	63.6
1976-77	0.6	0.4	0.5	32.5	25.7	30.5	66.9	73.9	69.0
1980-81	*	0.1	0.1	27.0	20.5	24.9	73.0	79.4	75.0
1984-85	--	--	--	22.0	14.9	19.8	78.0	85.1	80.2
1988-89	--	--	--	16.1	12.0	14.9	83.9	88.0	85.1
1989-90	0.1	0.2	0.1	15.1	13.1	14.5	84.8	86.7	85.3
1990-91	0.2	0.1	0.1	13.6	12.2	13.1	86.2	87.7	86.8
1991-92	0.1	0.3	0.1	12.5	11.9	12.3	87.4	87.8	87.6

*Less than 0.1%.

TABLE 2

DEGREE STATUS OF PUBLIC SCHOOL ASSISTANT PRINCIPALS

NEW YORK STATE

1968-69 TO 1991-92

Year	Bachelor's Degree			Bachelor's + 30 Hours or Master's Degree			Master's + 30 Hours or Doctorate		
	Elementary	Secondary	Total	Elementary	Secondary	Total	Elementary	Secondary	Total
1968-69	3.2%	1.9%	2.5%	30.2%	34.0%	32.4%	66.5%	64.0%	65.1%
1972-73	0.9	1.0	1.0	27.9	28.8	28.4	71.3	70.2	70.7
1976-77	0.3	0.4	0.4	21.6	23.3	22.6	78.1	76.3	77.0
1980-81	0.2	--	0.1	16.5	19.2	18.2	83.3	80.8	81.7
1984-85	--	0.1	0.1	13.1	14.2	13.8	86.9	85.7	86.2
1988-89	0.1	0.2	0.1	11.2	12.4	11.9	88.7	87.4	88.0
1989-90	0.1	0.7	0.5	9.8	12.1	11.0	90.1	87.2	88.5
1990-91	--	0.2	0.1	9.6	12.1	10.9	90.4	87.7	89.0
1991-92	0.1	0.2	0.2	8.9	10.7	9.9	91.0	89.1	89.9

TABLE 3

NUMBER AND PERCENT OF GRADUATE DEGREES IN EDUCATIONAL ADMINISTRATION AWARDED TO WOMEN

NEW YORK STATE

1967-68 TO 1990-91

Year	Master's Degree		Doctor's Degree		All Graduate Degrees	
	Number	Percent	Number	Percent	Number	Percent
1967-68	216	37.0%	20	17.9%	236	33.9%
1971-72	212	39.6	22	16.3	234	34.9
1975-76	279	37.1	32	23.2	311	34.9
1979-80	261	41.5	26	23.6	287	38.8
1983-84	279	50.5	67	58.3	346	51.9
1987-88	279	54.4	40	41.7	319	52.4
1988-89	302	59.1	57	50.0	359	57.4
1989-90	307	60.8	70	53.8	377	59.4
1990-91	297	61.1	77	55.4	374	59.8

TABLE 4

NUMBER AND PERCENT OF GRADUATE DEGREES IN EDUCATIONAL ADMINISTRATION AWARDED TO WOMEN

UNITED STATES (EXCLUDING NEW YORK STATE)

1967-68 TO 1989-90

Year	Master's Degree		Doctor's Degree		All Graduate Degrees	
	Number	Percent	Number	Percent	Number	Percent
1967-68	1,712	23.9%	45	6.6%	1,757	22.4%
1971-72	NA	NA	NA	NA	NA	NA
1972-73	2,068	23.1	102	9.8	2,170	21.7
1975-76	3,908	31.3	286	19.5	4,194	30.0
1979-80	4,332	42.0	484	33.7	4,816	41.0
1983-84	3,719	51.4	490	39.0	4,209	49.5
1987-88	3,718	58.5	610	48.8	4,328	56.9
1988-89	3,923	57.1	663	47.2	4,586	55.4
1989-90	4,229	58.2	722	49.8	4,951	56.8

TABLE 5

PERCENT OF WOMEN PRINCIPALS AND ASSISTANT PRINCIPALS IN PUBLIC ELEMENTARY AND SECONDARY SCHOOLS

NEW YORK STATE

1968-69 TO 1991-92

Year	Principals			Assistant Principals		
	Elementary	Secondary	Total	Elementary	Secondary	Total
1968-69	21.5%	5.0%	16.2%	37.9%	14.6%	24.9%
1972-73	18.7	3.2	14.0	35.1	10.8	21.8
1976-77	17.0	3.9	13.1	33.0	10.0	19.2
1980-81	18.3	5.7	14.3	31.9	11.8	19.2
1984-85	22.6	8.4	18.1	35.5	15.8	23.2
1988-89	29.5	13.9	24.9	42.8	24.1	32.5
1989-90	32.2	14.7	26.9	45.2	24.9	34.1
1990-91	33.7	16.6	28.6	47.0	27.3	36.7
1991-92	37.1	17.8	31.5	50.6	30.2	40.0

TABLE 6

PERCENT OF WOMEN ADMINISTRATORS IN SELECTED PROFESSIONAL FIELDS IN NEW YORK STATE PUBLIC SCHOOLS

1968-69 TO 1991-92

Year	Superintendent		Deputy, Associate, Assistant Supt.	Business Manager	Director/ Coordinator	Assistant Director/ Coordinator	Supervisor
	Independent	Dependent					
1968-69	1.7%	2.1%	6.9%	1.7%	29.8%	50.7%	50.8%
1972-73	2.7	2.9	7.3	7.1	25.3	37.0	45.8
1976-77	0.9	0.8	8.6	11.2	28.2	35.6	51.2
1980-81	1.8	3.4	10.3	14.1	35.2	43.9	40.2
1984-85	4.1	3.8	13.9	18.7	37.4	44.1	46.9
1988-89	4.5	6.9	22.5	20.4	44.1	56.5	49.3
1989-90	4.0	7.4	22.5	19.8	45.2	55.3	50.1
1990-91	6.2	8.9	23.9	24.8	46.1	58.0	52.3
1991-92	6.6	10.6	24.2	24.8	47.7	56.5	54.2

TABLE 7
EMPLOYMENT RATE* IN FIELD OF CERTIFICATION OF PERSONS RECEIVING CERTIFICATES AS SCHOOL DISTRICT ADMINISTRATORS AND SCHOOL ADMINISTRATOR AND SUPERVISOR
NEW YORK STATE
1972 TO 1989

Certification Area	Year of Certification	Number Receiving Certification		Percent Employed			
				First Year Following Certification		First or Second Year Following Certification	
		Women	Men	Women	Men	Women	Men
School District Administrator	1972	64	550	20.3%	20.4%	25.0%	29.3%
	1976	300	710	13.0	12.7	16.7	16.8
	1980	297	522	13.8	11.7	NA	NA
	1984	447	450	33.1	41.3	42.7	49.1
	1985	360	366	35.6	42.3	45.8	51.4
	1986	434	394	36.2	47.7	45.6	58.4
	1987	559	459	34.7	46.2	42.6	53.8
	1988	715	527	26.9	37.6	38.0	47.6
	1989	778	514	25.4	32.7	35.2	44.4
School Administrator and Supervisor	1972	519	1,562	43.9%	48.7%	50.9%	56.4%
	1976	898	1,527	24.2	35.8	29.8	41.7
	1980	507	710	29.0	31.7	NA	NA
	1984	1,016	829	27.7	40.9	36.4	48.1
	1985	1,048	910	32.0	42.4	38.9	48.8
	1986	1,258	999	30.5	45.4	40.1	52.0
	1987	1,296	968	32.9	42.4	39.2	50.0
	1988	1,631	1,159	24.7	33.6	37.8	45.3
	1989	1,666	1,134	28.2	34.0	40.2	45.6

*Employment rate in field of certification in New York State public schools only.

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